



State of Tennessee Department of Children's Services

Administrative Policies and Procedures: 4.23

Subject: Prohibition Against Light Duty

Supersedes: DCS 4.23, 11/01/00

Local Policies: No

Local Procedures: No

Requires Training: No

Approved by:

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Application

To All Department of Children's Services Employees

Authority: TCA 4-3-2603, 2605, 2606, 37-5-106

Policy

The Department of Children's Services has no light duty for employees in job classifications which are responsible for the safety or security of students/youth, employees, or the public, or where the safety or security of students/youth, employees, or the public may be placed at risk if the employee cannot fully perform all functions of his/her job classification.

Procedures

A. Performance of duties

1. The Department of Children's Services requires that all employees in job classifications for which physical qualifications are required, be released to fully perform all possible duties of their job classification before being allowed to return to work after an absence.
2. When an employee in one of the below listed job classifications has been absent from the job site due to illness, assault, injury or other medical condition, the employee may not return to work when released by his/her doctor for "light duty" only. The employee must be able to fully perform all of the job duties of his/her job classification.

**B. Job
classifications**

1. The job classifications covered under this policy include, but are not limited to, the following:
 - a) Security job classifications:
 - ◆ Children's services officers, corporals, sergeants, and lieutenants
 - b) DCS case manager series

Forms

None

Collateral Documents

None

Standards

None